

EAST PROVIDENCE SCHOOL DEPARTMENT

East Providence City Hall

145 Taunton Avenue

East Providence, Rhode Island 02914

School Committee Meeting

February 8, 2010

Open Session

Chairman Carcieri called the meeting to order at 6:00PM. School Committee members present:

Luisa Abatecola, Shannon Barbosa, Robert Faria, Steven Santos, Anthony Carcieri. Also present: Dr. Mario F. Cirillo, Superintendent of Schools, Lonnie Barham, Chief Operating Officer, Daniel Kinder, Esq.

Chairman Carcieri solicited a motion to convene in executive session.

A motion was made by Mr. Santos to move to executive session:

Pursuant to R.I. General Laws 42-46-5(a) (2) that the Committee convene in Executive Session to discuss Collective Bargaining: R.I. Gen. Laws § 42-46-5(a)(2): Teachers, Teacher Assistants, Custodians,

Secretaries, Principals Contract;

Pursuant to R.I. General Laws 42-46-5 (a) (2) to discuss litigation, specifically: OCR Complaint; and EPSC v. Roch;

Pursuant to R.I. Gen. Laws § 42-46-5(a) (5) Public Property: (a) Grove Avenue School Building; and (b) Acquisition Public Property in EP/Disposition Public School Property;

Motion was seconded by Mr. Faria. Roll call vote: Mrs. Abatecola, aye; Mrs. Barbosa, aye; Mr. Faria, aye; Mr. Santos, aye; Mr. Carcieri, aye.

Chairman Carcieri called the public session to order at 7:30 PM and requested a motion to seal the minutes of the Executive Session. A motion was made by Mrs. Barbosa to seal the minutes of the executive session, seconded by Mrs. Abatecola. Roll call vote: Mrs. Abatecola, aye; Mrs. Barbosa, aye; Mr. Faria, aye; Mr. Santos, aye; Mr. Carcieri, aye.

The Pledge of Allegiance & a Moment of Silence were observed.

Report Executive Session Votes - Mr. Barham reported:

1. School Committee voted unanimously in executive session tonight to approve a new collective bargaining agreement reached between

the School Committee and the East Providence Educational Secretaries Association.

2. In executive session tonight, the School Committee voted unanimously to approve an agreement reached between the School Department and the U.S. Office of Civil Rights regarding settlement of a complaint.

3. In executive session tonight, the School Committee voted unanimously to approve a modification in the schedule for development and testing of a Pay for Performance process.

4. In executive on September 8, 2009, the School Committee voted unanimously to implement the Pay for Performance proposal as reflected in communication to be sent to the East Providence Education Association/NEA. The communication was subsequently sent.

Student/Teacher Recognition

Robotics Program - A presentation was made by Mrs. Rebekah Gendron and students, who demonstrated projects created in the middle school robotics program.

Reports

Sub-Committee Reports – Mr. Faria reported on the policy subcommittee: Three policies are listed on the agenda for action tonight; he is interested in working on a social networking media policy; we are working with the Office of Civil Rights to develop a

policy by June 30th concerning discrimination. Mr. Faria would like to revisit the Anti-Bullying policy; he felt there is a gap between the policy statement and its implementation. Also, he would like to bring up the order of business of the School Committee as it relates to the agenda (School Committee Bylaws). Since he was one of the members who voted for the Public Comment Policy, he can ask to bring it up again according to Roberts Rules. Mrs. Barbosa would also like to look at the policy again and she would also like to initiate that going forward.

Mrs. Abatecola announced that all are invited to attend the first meeting of the Wellness Committee to take place on 2/23 at 3:00PM at Kent Heights.

Mr. Santos recognized and congratulated Erin Butler, School Committee Liaison who recently received an award from the Daughters of the American Revolution.

Superintendent's Report

Mr. Tim Duffy of the RI Association of School Committees addressed the School Committee; RIASC speaks on behalf of Rhode Island Department of Education, RI School Superintendent's Association and the League of Cities and Towns regarding legislation; there are a number of issues pending on public education; a recent example being the binding arbitration issue. Other areas of support: Mandate

relief, Management rights, Funding Formula Number, collaboratives between school districts, an energy pool, along with a number of other proposals. RIASC provides professional development and recently supported the Commissioner's Race to the Top proposal.

Mr. Faria asked about the regionalization issue and what is contained in the legislation. Mr. Duffy responded that other than collaborations between districts for purchasing supplies and services such as transportation for out of district students, the State Constitution requires that voters must vote to merge school districts, an issue that has been defeated in some districts already, such as Bristol . Discussion regarding mandates.

Superintendent's Presentation

Dr. Cirillo presented PowerPoint detailing information on legal services and benefits, rationale for teacher layoffs, professional development update, consolidation of school department and city services, current financial status and the Career & Technical School Environmental and Life Sciences Program.

Dr. Cirillo related that changes to the bio-med program take effect in the next school year. Discussion regarding allowing public comment at this time to discuss bio-med program changes.

Mr. Faria received a petition and a letter from a student, which he

would like to be presented to the Superintendent; he thinks it is important to get parents and students involved.

Mr. Carcieri agreed that we need feedback from parents; no one is restricting any free speech, but he prefers to stick with the agenda and the public comment policy. Mrs. Barbosa disagreed.

Mrs. Abatecola asked how students will be completing the program they are currently enrolled in.

Dr. Cirillo advised that plans are being made; it may be after the school day, with no charges. Mrs. Abatecola said they have music, practices, etc. after school and it will be hard for them to do this; can the program be phased out after these students finish the program? Dr. Cirillo will review the issue.

Mr. Faria brought up the issue of legal and benefits; he was always in favor of consolidating legal but the School Committee would not agree to go forward on the issue; changes had to be made and he is delighted with the outcome. Regarding the layoff of 104 teachers, he was concerned with the impact of this action and is concerned about the losing good quality teacher; there are no positives with layoffs.

Mr. Barham responded that most teachers will be called back in June, but due to budget constraints, we need the flexibility to be able to lay-off employees and the notices are a response to that. Mr. Faria was aware of the process, but felt there should be a better way to

handle it. Discussion regarding the impact of additional cuts to the state budget. Dr. Cirillo advised to anticipate the worst and hope for the best ; this is a common practice and we have an obligation to create as much flexibility as possible in the organization; we hope is to be able to recall these employees.

Mr. Carcieri requested that the Superintendent provide a general description as to where we were and where we are headed.

Dr. Cirillo explained that in every way, the staff at the Career and Technical School was working under stress and basically the life was sucked out of the school; he said this is a chance for students to have an academic opportunity previously not available to them. The new Director has infused a spirit and proposed a new program because it fits in with other changes that are coming. The conditions for the culinary program were also deplorable with equipment sitting in boxes for years.

Mr. Carcieri agreed this is a difficult situation, however, the district is moving from a very bad situation to a positive one and the Superintendent is making great strides at the CTC compared to what was happening there in prior years.

Mrs. Abatecola was concerned that 40 of the lay-offs are high school teachers; how will we deal with that.

Dr. Cirillo related that he is looking at ways to deal with the situation (larger class sizes, closing schools); however, this is a yearly occurrence and we always find a way; from the city side, everything is on the table and we will do what is best for the city and taxpayer.

Dr. Cirillo said he is trying to build the capacity of the district, which has been stagnant for a number of years; there is a need to buy time (181 day school year, extension of school day and year, full day professional development); more time is needed for teachers to work with students and colleagues to review practice and look at data; the district is now in transition.

Personnel Report on Retirements/Resignations/Leaves of Absence – Mrs. Patricia Whalen presented the personnel items:

RETIREMENTS

Sandra Medeiros Teacher Assistant - CTC

Effective Date 3/12/2010*

***DATE CHANGE**

Michael Enos Art Teacher - EPHS

End of 09-10 School Year

RESIGNATIONS

Cari Pedro Girls' Track Coach - Martin Middle

School - Effective

Spring 2010

Alex Butler Assistant Boys' Volleyball Coach –

EPHS - Effective Spring

2010

Alex Kanelos Assistant Football Coach - EPHS

Effective fall 2010

Jason Silveira Band Director – EPHS (Following 2 yr leave)

PERSONAL LEAVES OF ABSENCE

Nancy Gage Speech Pathologist - MMS

(Year 2) 2010-2011 School Year

Gloria Pasquini Special Education - EPHS

(Year 2) 2010-2011 School Year

Kerri Gravina Grade 3 Teacher - Whiteknact

Elementary School – 2010/2011 School

Year

PARENTAL LEAVE

Alissa Tatarian Special Education Teacher - MMS

(Year 2) 2010/2011 School Year

FAMILY MEDICAL LEAVE

Heidi Correiro

Occupational

Therapist Elem/EPHS

Approx.

4/16/2010-Remainder of School Year

Sharon Cardin-Prochniak Business Teacher - EPHS

Approximately 3/2/2010-6/1/2010

Amy Kizzee Science Teacher - EPHS

Approx. 4/5/2010-Remainder of School

Year

Financial Report

Mr. Barham reported on Revenues and Expenditures from 11/1/09 – 1/31/10 as follows:

% Expenditures - 26.55%

% Revenues – 20.71% received – It is expected that the remaining \$73,813,338 (Medicaid and other reimbursement/revenue sources) will be received as planned in the 2009-10 budget.

Consent Agenda

Approval of Minutes – A motion was made by Mr. Santos to approve the minutes of the 1/12/10 meeting, seconded by Mrs. Barbosa. Vote 5-0.

Personnel Appointments/Layoffs

RECISION OF APPOINTMENT

Gary Luther Custodian – Day Shift – Francis

Elementary School

(School Year

Employee)

Motion: Mr. Faria/Second Mrs. Abatecola. Vote 5-0.

APPOINTMENTS

Larry Izzi Assistant Principal-Martin Middle School

Effective 03/01/2010

Debra McCarty Social Worker-Bradley Partnership

Effective 02/22/2010

Leslie Eastwood Boys' Cross Country Coach

East Providence High School

Stacey Azevedo Head Teacher - Orlo Avenue

Elementary School

Kimberly Chapman Testing Coordinator – Orlo Avenue

Elementary School

Denise Swan Safety Patrol Coordinator – Orlo Avenue

Elementary School

Wendy Kirchner Library/Media Specialist – Elementary

(Multiple Schools)

Ken Foley Custodian – Day Shift – Francis

Elementary School

(School Year

Employee)

Motion: Mr. Faria/Second: Mrs. Barbosa. Vote 5-0.

Superintendent's Recommendation for Contract Non-Renewals:

(Layoffs at the close of 2009-2010 School Year).

The below listed layoffs are the result of budgetary constraints caused by the uncertainty of sufficient local, Federal and State

funding for educational programs for the 2010-2011 school year and the resulting possibility of elimination of programs and/or positions.

Name Subject Taught-Location

Julie Braga Foreign Language-Spanish-EPHS

Kerstin Calia Bio Med-CTC

Lauren Bryda Elem-Gr 3-WHITE

Casey DoVale Elem-Gr 3-ORLO

Paula Dionisopoulos Sp Ed/Resource-ORLO

Lian Furtado Sp Ed/SC-MMS

Michael Lefort Soc Studies-EPHS

Christie Sullivan English-RMS

Danika Bishop English-EPHS

Jessica Poore English-MMS

Tara Grabowski Psychologist

Frederick Lanz Math-RMS

Stephan Crawley English-EPHS

Alison Bienenfeld English-EPHS

Caitlin Coulombe Math-MMS

Jennifer Carney English-EPHS

Demitra Wilder Speech Therapist

Nicole Martone Math-MMS

Jennifer Lodge Elem-Gr 2-ORLO

Melissa O'Neil Reading-OLD

Cynthia Lachapelle Sp Ed/SC-EPHS

Sheri Mancinho Elem-Gr 1-OLD

Angelo Pizzi Sp Ed/Resource-EPHS

Cindy Mello Elem-Gr 1- ORLO

Ozlem Lamontagne Math-EPHS

Sharon Cardin-Prochniak Business-EPHS

Jade Sisti Art-EPHS

Tarah Szczepanek Sp Ed-S/C-HENN

Sean Trainor English-EPHS

Holly DaSilveira Reading-MMS

Daniel Cabral Phys Ed-OLD/HENN

Kelly Fontaine-Carlos Phys Ed/Health/ Adaptive PE-EPHS

Mary Ellen Hatch Culinary Arts-CTC

Tricia Barry Art-MMS

Christal DaSilva English-EPHS

Jennine Cerra Library-HENN/WHITE

Emilie Joost Nurse-Teacher-EPHS

Amy Giammarco Math-EPHS

Ray Pinson Auto Tech-CTC

Lauren Salzillo Elem-Gr 2-OLDHAM

Alisha Shorts English-RMS

Nicholas Hurd Music-HENN/SS

Matthew Pierce Physics/Sci-EPHS

Bernadette Moonan Elem-Gr K-OLD

Ashley Stringfellow SPED/Resource-EPHS

Kristin Trahan Business-EPHS

Allison Hunt Science-MMS

Kathleen Martin Sp Ed-PreK-MEAD

Stefanie Luft Speech Therapist

Marcia Woodside Reading Speciaist-EPHS

Michelle Malmstrom Sp Ed/SC-MMS

Amanda Alferos Social Studies -EPHS

Susan Coffey 2/5 Occ Therapist

Heidi Matczak Sp Ed - EPHS

Sara Laurino Phy Ed-EPHS

Nicole Poirier Math-MMS

Nicholas Shattuck SPED/Resource-EPHS

Gloria Martin Math-EPHS

Gloria Johnson Art-MMS

Laura Blasko SPED/Resource EPHS

Drew Hochman SPED 2/5-Orlo

Amanda Sawyer Math-MMS

Jennifer Preiss Social Worker

Danielle Ashforth Reading-ORLO

Laura Laurence Library-KH/OLD

Loriann Facer Reading-WHITE

Marshall Duran Guidance-EPHS

Elisy Blanco Social Worker BRADLEY

Catherine Guglielmo SPED/Visual Support-WHITE

Arthur Sherman Phy Ed-WHITE/KH/OLD

Kelly Love English-MMS

Alexandra Salisbury Art-EPHS

Laura Enos .05 Kindergarten-FRANCIS

Lorraine Martell Nurse/Teacher-EPHS

Katie Gorton Math-MMS
Katherine Newman Guidance-EPHS
Laura Martorelli ELL-MMS
Lindsay Sinclair Reading-RMS
Keith Anderson SS/Bus-EPHS
Lynn Pinch Spanish-EPHS
Kelly Reese Science-MMS
Nicole Delanos Art-EPHS
Kimberly Forrest SPED/Visual Support-WHITE
Amanda Broccoli English-EPHS
Nicole DiFilippo 3/5 Guidance-EPHS
Bobby Rathbone Band-EPHS
Leslie MacDonald Speech Pathologist
Lori Rush Speech Pathologist 1yr
Maria Fazioli Nurse/Teacher 1:1 WADD
Anabela Olsen 3/5 Spanish-EPHS
Cory Howland-Provost Social Worker-Bradley
Tracey Raposo .5 Grade 3-HENN
Sandyha Beldona Math - EPHS
Megan David .5 Occ Therapist-ORLO
Amy Duggan .5 Occ Therapist-SS
Erin Connors Science Teacher-EPHS
Crandall Dimock 2/5 Science -EPHS
Danielle Reis Computer Technology
Sydney Culbertson Life Skills Teacher-EPHS
John Marsula Robotics-RMS

Sara Loos Art-MMS

Deborah Popolillo Elem-Gr 5-WHITE

Kayla Murphy Elem-Gr 5-OLD

Wendy Kirchner Library -Elem

Debra McCarty Social Worker-Bradley Partnership

Non-renewal because the Superintendent believes he can find a better teacher to replace these non-tenured Teachers

Matthew Pierce Physics/Science - EPHS

Kerstin Calia Bio-Med - CTC

Ray Pinson Auto Tech - CTC

Kathleen Martin Special Ed-Pre K-Meadowcrest

Non-Renewal due to Reduction of Enrollment

Julie Braga Foreign Language-Spanish-EPHS

Non-renewal due to senior teachers returning from leave who will take these teachers' positions

Lynn Pinch Secondary Spanish-EPHS

Amanda Sawyer Secondary Math-MMS

Vote on 105 Non Renewals listed – Motion by Mr. Faria/Second: Mr. Santos. Discussion: Mr. Santos commented that every year by state law we are required to send out notices by March 1st which is not pleasant; he hopes the General Assembly comes up with a solution because we cannot keep going down this road; in every community, there is no solution to funding schools without breaking the taxpayers while providing a quality education. This is very frustrating; he hopes the General Assembly finds a solution; state has severe economic problems and the woes faced here are a direct result of legislative decisions. Roll Call vote: Mrs. Abatecola, nay; Mrs. Barbosa, aye; Mr. Faria, aye; Mr. Santos, aye; Mr. Carcieri, aye. Vote 4-1.

Requisitions - Bill Lists

Warrant #962 \$ 1,000.00

Warrant #966 \$ 905,077.99

Warrant #967 \$1,637,340.07

Warrant #965 \$ 46,758.46

Motion: Mr. Faria/Second: Mr. Santos. Vote 5-0.

Action Items

Grove Avenue School Building: Possible Disposition – Tabled

Requests for Home Schooling – Superintendent recommended approval – Motion by Mrs. Abatecola, seconded by Mr. Faria. Vote 5-0.

Additional appointment to Building Committee – Dr. Cirillo recommended the addition of Matthew Sluter, LEED, AP, to the Building Committee, which is a necessary part of the process for the Qualified School Construction Loan Funds. Mr. Sluter is Director of Project Engineering, Project Manager at New England Construction. Motion by Mr. Santos to approve/Seconded: Mr. Faria. Roll call vote: Mrs. Abatecola, aye; Mrs. Barbosa, aye; Mr. Faria, aye; Mr. Santos, aye; Mr. Carcieri, aye.

New Business

The Superintendent recommended that the School Committee vote first passage to eliminate Policy I.H. Guide to RI Laws on Open Meetings (open meetings law supersedes this policy) and

Policy Revisions: V.A. 11 Transportation (First Passage) - revised to accommodate language regarding cameras on the outside of buses.

Policy II.D.5. Use of School Buildings – fees for building use were updated. Mr. Santos asked about the building fees. Dr. Cirillo explained that the revisions include not only an increase in fees but

advance payment of custodial fees. Mr. Santos asked for a yearly review. Mr. Faria recommended that it be reviewed through the policy subcommittee.

Public Comment-Communications

Mary Texeira, a teacher at Silver Spring School, spoke regarding the Public Comment Policy; she said that tonight's meeting was a perfect example of why the policy needs to be changed; the agenda comes out and it is too late to put anything on it; you can speak at the next meeting if you sign up. CTC parents and students could not speak tonight; if she did not know about the first and second passage; at the next meeting, her comments would be made after passage. Chair thinks the role is to come here and watch business; as an example, in Barrington, if you want to speak you just attend; no time limit; can speak on anything; there are long meetings sometimes. The School Committee is elected and has authority to make decisions, but the School Department does not belong to anyone but the city to participate and ask questions. This format needs to be changed. Ms. Texeira requested a moment of silence for Roderick Edge, a teacher at Riverside Middle School who recently passed away.

Mr. Faria explained that the original vote was 3-2 and only the

prevailing members can bring up the subject again (Mr. Faria and Mrs. Abatecola voted against the policy). Mrs. Texeira commented that the young people should be able to participate and with this policy people cannot even ask a simple question.

Mrs. Abatecola asked about the process for putting items on the agenda. Mr. Faria explained that under Roberts Rules of Order, only a prevailing member can bring up an item again once it has been voted on. Mrs. Barbosa changed her mind about the use of the public comment policy since she first voted to implement it.

Pay for Performance – Valerie Lawson – Hoyt Ave – President of the East Providence Education Association asked about the decision to implement Pay for Performance in executive session.

Mr. Barham reread the motion for the action taken in executive session. He repeated that the School Committee, in executive session, voted for Pay for Performance, with modification in the implementation schedule. Ms. Lawson wanted to point out that evaluations can take many forms and it would be beneficial for all involved to examine all models and the manner of compensation.

Announcements - Mr. Faria talked about an article in the paper that Pawtucket is the most stressed city, right behind North Providence, East Providence and Central Falls; this is very disturbing and will not be resolved easily. Mr. Faria would like to see Leadership Links on our website for people to read about all the good work that is going

on in the district and the wonderful potential here in East Providence.

**A motion was made by Mrs. Abatecola to adjourn at 10:00AM,
seconded by Mrs. Barbosa. Vote 5-0**

Respectfully submitted,

Patricia A. Iannelli, Administrative Assistant

Shannon Barbosa, Clerk of the Committee